

Letter of Agreement

The following is an agreement between the Yelm School District ("District") and the Yelm Education Association ("the Association") regarding suspensions and reductions to address the double levy failure suffered by the District in the Spring of 2024.

Whereas the District has had a double levy failure in May of 2024;

Whereas the Article XIII, Section J collective bargaining agreement ("CBA") requires the following:

J. Double Levy Failure: In the event of a double levy failure or documented loss of revenue, the District and the Association will meet, discuss and mutually agree to the adjustments/reductions in the number of available additional days, Professional Responsibility and Enrichment Days, and/or compensation supported by levy funding, supplemental agreements for extended days by a maximum of 50 (fifty) percent, class size and caseload language and the duration of the adjustments/reductions. A Letter of Agreement will be written to address the adjustments/reductions.

Now, therefore, the parties agree to the following for the 2024-2025, 2025-2026 and 2026-2027 school years:

- For the 2024-25 school year, ARTICLE IV - EMPLOYEE RIGHTS AND RESPONSIBILITIES MONETARY, Section B, Professional Responsibility and Enrichment Days, will be amended as follows:

Professional Days (District Directed): The equivalent of seven (7) days (52.5 hours) of district/building professional hours may be used for the following activities. Payment for these days will be submitted by roster.

District days 'a', 'b', 'c', 'd', and 'e' will be submitted by a building roster or individual time sheet in half day (3.75 hrs.) or full day (7.5 hrs.) increments based on building determination.

The following days will be available for all certificated employees, regardless of FTE.

1. One (1) District directed day prior to the opening of school.
2. Two (2) building directed days prior to the opening of school which may be used for staff meetings to address/review the following: Opening day/week schedule, calendar, staff handbook, School Improvement Plans/Strategic Planning, emergency plans, student discipline procedures, evaluation processes and other information as deemed appropriate by the building administrator.
3. One (1) day prior to the opening of school for the start of school year preparation.
4. ~~One (1) Conference and/or approved parent involvement as directed by the administration.~~
5. ~~Two (2) Additional days, one in October and one in March that will be used for certificated employee professional development, as directed by the administration.*~~

6. Employees will determine when they would like to complete the hours for District day 'c' during any non-contracted hours between August 15th and the first day of school.

Employee Responsibility Enrichment Days (Employee Directed): The District recognizes that certain tasks are part of the professional responsibility of a certificated employee and cannot always be accomplished within the regular workday. Some examples include attending parent meetings, evaluating student work, providing additional support to students, parent contact, and planning student lessons.

Some of these additional responsibilities that fall outside of the regular workday can be considered enrichment beyond a student's basic education. Additional compensation for the tasks, that provide enrichment to a student or family's basic education experience, will be provided through a supplemental contract equivalent to three (3) days (22.5-hours) provided that the work completed as part of this supplemental contract will make student learning more meaningful, substantial, and/or rewarding.

Responsibility compensation hours may be used for any of the following activities outside the seven and a half (7.5) hour workday:

1. Supporting student activities and/or community events.
2. Providing individual help to students.
3. Developing enrichment activities that support state standards.
4. Development of alternative assessments directed toward state standards.
5. Mentoring or peer coaching another employee outside any district mentor program.
6. Attending out of District workshops, in-services, classes, and professional conferences.
7. Collaboration with other staff members to support student growth and achievement.
8. Parent contact including but not limited to: phone calls, IEP and/or other meetings beyond the seven and a half (7.5) hour workday.
9. Familiarization with new curriculum.

Compensation for responsibility hours will be paid in twelve (12) equal installments throughout the school year. These hours will be documented via a supplemental contract.

- For the 2025-26 and 2026-27 school years, ARTICLE IV - EMPLOYEE RIGHTS AND RESPONSIBILITIES MONETARY, Section B, Professional Responsibility and Enrichment Days, will be amended as follows:

Professional Days (District Directed): The equivalent of seven (7) days (52.5 hours) of district/building professional hours may be used for the following activities. Payment for these days will be submitted by roster.

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- ~~3. One (1) day prior to the opening of school for the start of school-year preparation.~~
4. One (1) Conferencing and/or approved parent involvement as directed by the administration.
- ~~5. Two (2) Additional days, one in October and one in March that will be used for certificated employee professional development, as directed by the administration.*~~
6. Employees will determine when they would like to complete the hours for District day 'c' during any non-contracted hours between August 15th and the first day of school.

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This LOA will expire August 31, 2027.

/S/Kathryn Cullum
Kathryn Cullum
Yelm Education Association Co-President

Date 11/20/2024

/S/Tasha Johnson
Tasha Johnson
Yelm Education Association Co-President

Date 11/20/2024

/S/Doyle L. Buckingham
Doyle Buckingham
YCS Human Resources Director

Date 11/20/2024